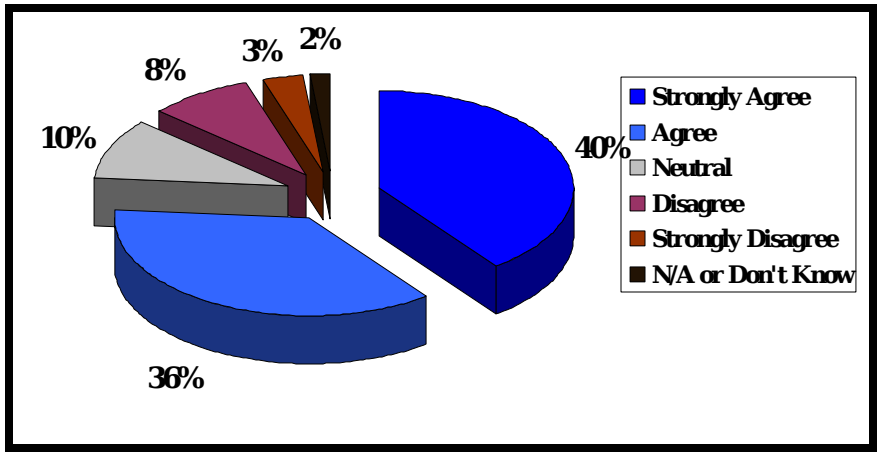
Demographic Overview

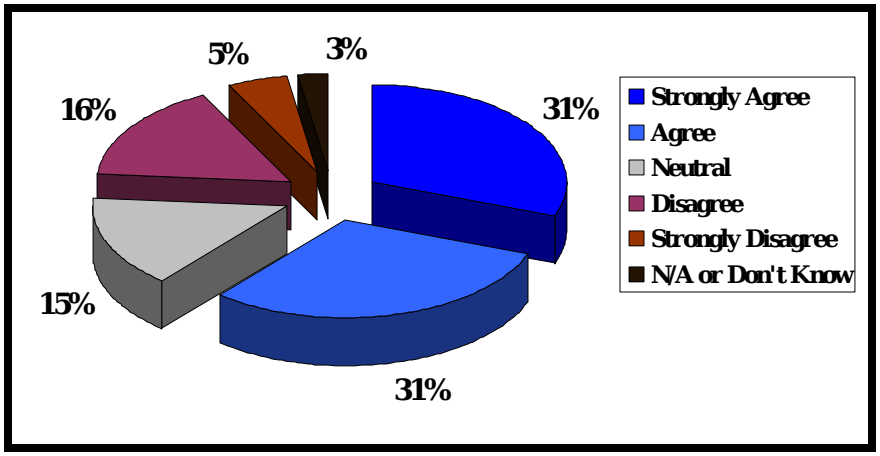
- 400 Questionnaires were distributed
- 158 were returned for a 40% return rate
  - 78% Civilian
  - 22% Military
- 92% civilians had 11 or more years of Federal service
- 72% have worked at the AFFTC for 11 years or more

Supervisory Questionnaire Results

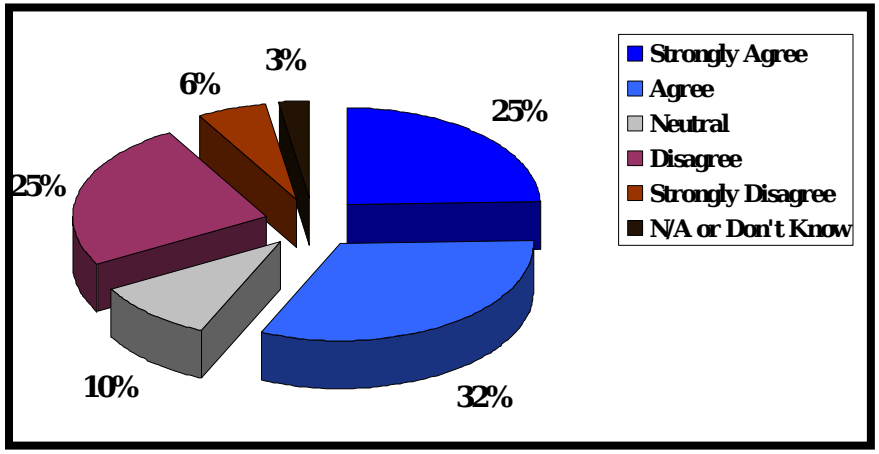
10. Completing the CCAS appraisal self-assessment form (Part III) provided a good opportunity to communicate my contributions.



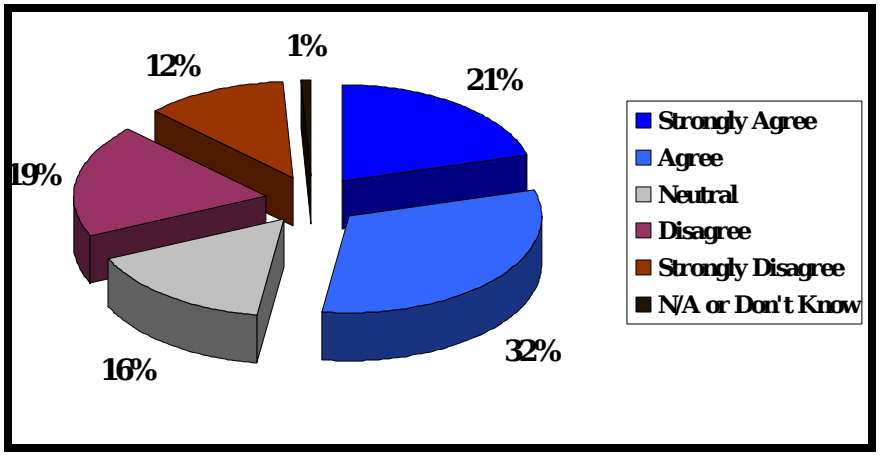
11. My OCS represents a fair assessment of my contributions to the mission.



12. I feel I was appropriately compensated for my contributions.

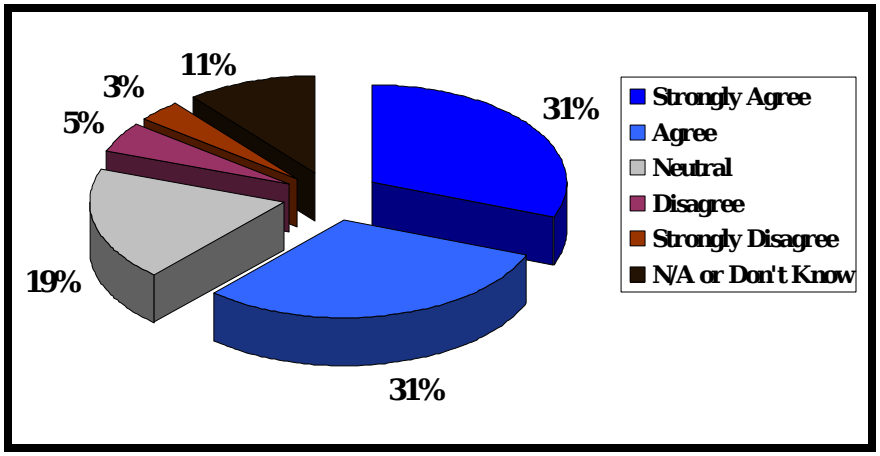


13. I perceive the CCAS process to be fair.

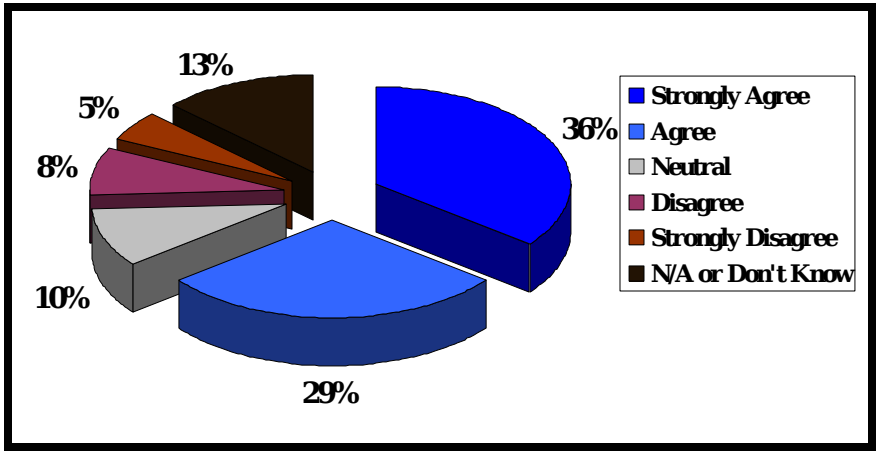


Supervisory Questionnaire Results

25. My Pay Pool followed the 11-step CCAS appraisal process as outlined in Chapter 6 of the Demo Operating Procedures.

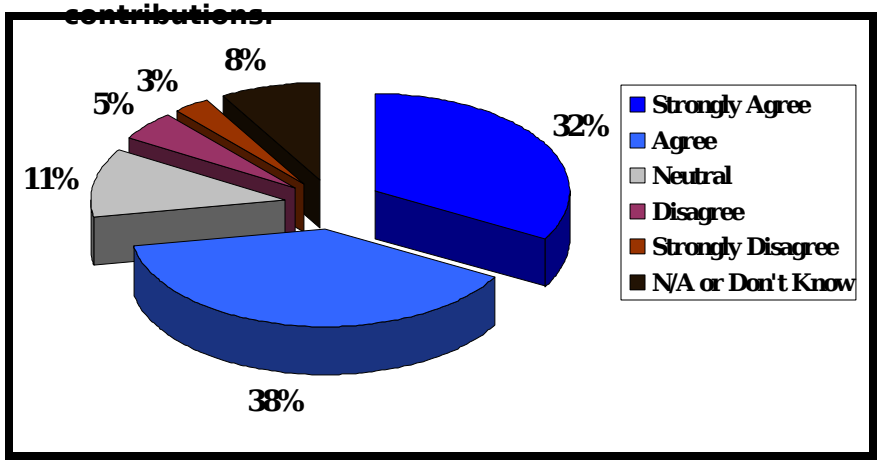


28. Changes to employees' scores that were made by the Pay Pool Panel or a sub-panel were communicated to the employee's first level supervisor before the scores were made final.

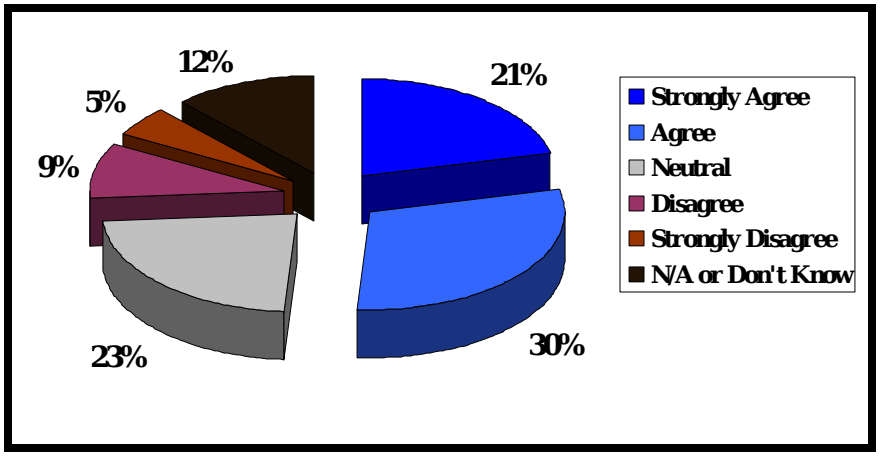


Supervisory Questionnaire Results

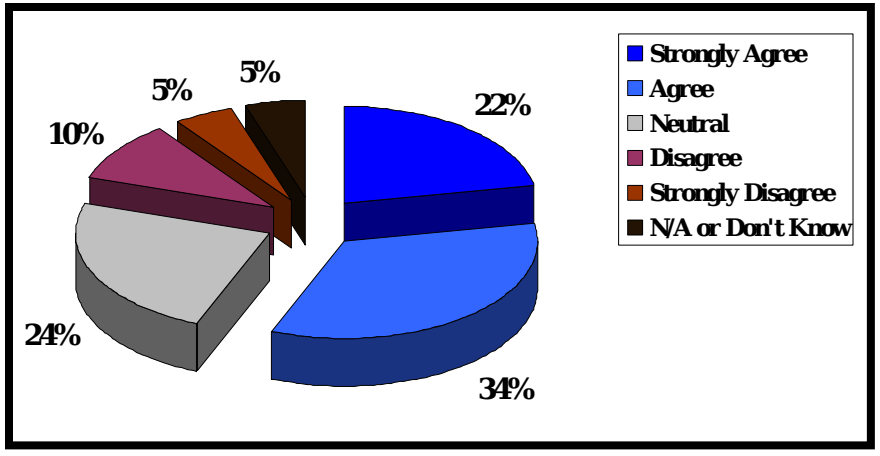
35. My organization is open to hiring employees at any salary within a broadband level consistent with individual qualifications and expected contributions.



36. The ability to set salary for new hires has improved the quality of new employees.



37. Demo improves my chances of being able to hire the right person for the job.



38. Demo has increased the retention of high-quality employees.